CONTENTS

1 EMPLOYEES

Ralph D. Mawdsley

Introduction 3
Discrimination in Employment 3
Discrimination in Employment 4
Race 5
Religion 8
Gender 9
Age 11
National Origin 12
Disability 13
Substantive Constitutional Rights 15
Free Speech 16
Association 19
Privacy 20
Substantive Due Process 20
Procedural Due Process 21
Liberty and Property Interests 21
Aspects of Notice 22
Aspects of Hearing 23
Dismissal, Nonrenewal, Demotion, and Discipline 24
Insubordination 25
Unprofessional Conduct, Unfitness, Willful Neglect of Duty 26
Immorality 27
Incompetence 28
Compliance with School Board Policies and State Statutes 28
Reduction-in-Force and Involuntary Leaves of Absence 29
Necessity for Reduction-in-Force 29
Selection of Employees 30
Call-Back Rights 30
Contract Disputes 30
Board Policies and Contract Stipulations 31
Administrative Regulations and Statutory Provisions 34
Tenure 40
Tenure Status 40
Tenure by Default or Acquiescence 40
Certification 41
Decertification, Revocation, or Suspension 41
Conclusion 42

CONTENTS

1 EMPLOYEES

Ralph D. Mawdsley

Introduction 3
Discrimination in Employment 3
Discrimination in Employment 4
Race 5
Religion 8
Gender 9
Age 11
National Origin 12
Disability 13
Substantive Constitutional Rights 15
Free Speech 16
Association 19
Privacy 20
Substantive Due Process 20
Procedural Due Process 21
Liberty and Property Interests 21
Aspects of Notice 22
Aspects of Hearing 23
Dismissal, Nonrenewal, Demotion, and Discipline 24
Insubordination 25
Unprofessional Conduct, Unfitness, Willful Neglect of Duty 26
Immorality 27
Incompetence 28
Compliance with School Board Policies and State Statutes 28
Reduction-in-Force and Involuntary Leaves of Absence 29
Necessity for Reduction-in-Force 29
Selection of Employees 30
Call-Back Rights 30
Contract Disputes 30
Board Policies and Contract Stipulations 31
Administrative Regulations and Statutory Provisions 34
Tenure 40
Tenure Status 40
Tenure by Default or Acquiescence 40
Certification 41
Decertification, Revocation, or Suspension 41
Conclusion 42

2 SCHOOL GOVERNANCE

Brad Colwell

Introduction 44
Systematic Governance Issues 44
Charter Schools 44
Election Law 46
School Finance Litigation 47
Other State/Local Funding Issues 50
Localized Governance Issues 53
Limits on Individual School District Authority 53
Bidding and Awarding Contracts 54
School Construction Issues 55
Sunshine Laws 56
Freedom of Information 56
School Boundary and Student Residency 58
School Property Issues 59
Board Member Action 63
Conclusion 64

3 STUDENTS

Judith Adkison, Richard Fossey, Fred Hartmeister, & JoAnn Klinker

Introduction 68
Issues Relating to Public School Attendance 68
Transfer of Students 68
Residence, Tuition, and Fees 69
Transportation 70
Private and Parochial Schools 71
Substantive Rights of Pupils 73
Religious Rights 73
Freedom of Speech 75
Sexual Abuse and Harassment by Students 78
Sexual Abuse and Harassment by Employees 80
Sexual Abuse and Harassment by Other Parties 83
Privacy 83
Search and Seizure 85
Instructional Issues 88
Student Safety 90
Miscellaneous 93
Sanctions for Student Misconduct 94
Generally 94
Suspension and Expulsion 96
Desegregation 98

Desegregation Plan Oversight 98
Conclusion 99

4 BARGAINING
Kevin P. Brady

Introduction 100
Labor Relations 100
Collective Bargaining 101
Unfair Labor Practices 103
Alternative Dispute Resolution 104
Arbitration Agreements 104
Proceedings and Awards 104
Judicial Review and Enforcement of Decisions 105
Conclusion 107

5 STUDENTS WITH DISABILITIES
Allan G. Osborne, Jr.

Introduction 110
Entitlement to Services 110
Procedural Safeguards 111
Evaluation and Classification 112
Development of Individualized Education Programs 113
Change in Placement 114
Dispute Resolution 115
Administrative Hearings 116
Court Proceedings 118
Standing to Sue 119
Statute of Limitations 120
State Immunity 120
Placement 120
Appropriate Educational Placement 121
Least Restrictive Environment (LRE) 124
Private Facilities 125
Extended School Year 125
Related Services 125
Assistive Technology 126
Discipline 127
Remedies 128
Damages 129
Tuition Reimbursement 129
Compensatory Services 130
Attorney Fees 131
Section 1983 133

Other IDEA Issues 133
State Laws 134
New York 134
Discrimination under Section 504 of the Rehabilitation Act and the Americans with Disabilities Act 135
Conclusion 137

6 TORTS
Suzanne Eckes

Introduction 140
Negligence 140
Off School Property and after School Hours 140
En Route to and from School 142
School Settings during School Hours 143
In School Buildings and on School Grounds 147
Negligence Defenses 148
Immunity 148
Other Defenses 150
Notice of Claim 151
Liability Insurance 152
Employee Injuries 153
Defamation 154
Intentional Infliction of Emotional Distress 155
Conclusion 156

7 SPORTS
David Thompson

Introduction 158
Eligibility 158
Disability 158
Discipline 158
Longevity 159
Recruiting 159
Transfer 160
Private Schools 160
Equality of Programs 161
Gender 161
Torts 162
Intentional 162
Defamation 162
Sexual Assault/Harassment 162

Negligence 164
Participants 164
Spectators 167
Others 168
Employment 168
Contract Disputes 168
Constitutional Issues 169
Discrimination 171
Gender 171
Race 172
Mixed 173
Constitutional Issues 174
First Amendment 174
Fourteenth Amendment 175
Antitrust 175
Breach of Contract 176
Fees 176
Family Educational Rights and Privacy Act 177
NCAA 177
Real Property 178
Trademark 179
Conclusion 179

8 HIGHER EDUCATION
Scott Ellis Ferrin

Introduction 182
Institutional Issues 182
Governing Boards 182
Institutional Powers 182
Accreditation 183
Testamentary Trusts and Gifts 183
Funding 184
Establishment Clause and Funding 184
Negligence 185
First Amendment 185
Second Amendment 186
Real Property 186
Faculty-Staff Issue 187
Hiring 187
Breach of Contract 187
Promotion and Tenure 187
Discrimination 189
Suspension 191
Dismissal 191

Retaliatory Discharge 193
Re-assignment 194
Salary and Benefits 194
Faculty Unionization 195
First Amendment 195
Fourth Amendment 196
Defamation 196
Freedom of Information 196
Whistleblower 196
Conclusion 197

9 STUDENTS IN HIGHER EDUCATION
William E. Thro

Introduction 200
First Amendment 200
Rumsfeld v. Forum for Academic & Individual Rights 201
Christian Legal Society v. Walker 203
Other Free Speech 204
Discrimination Against Students 205
Race 205
Gender 205
Disability 207
Academic and Curricular Issues 208
Athletics 209
Dismissal of Students 209
Academic Dismissal 210
Disciplinary Dismissal 211
Torts Involving Students 211
Financial Aid 213
Immunity 215
Conclusion 216

10 FEDERAL AND STATE LEGISLATION
David L. Dagley

Introduction 218
Federal Legislation 218
State Legislation 218
Accountability and School Reform 219
Athletics 223
Attendance, Promotion, and Graduation 224
Buildings and Grounds 226
Curricular Requirements 229
Employment 232

Finance and School Business 240
Governance and School Leadership 243
Parental and Student Rights 246
Program Development 249
School Choice 255
School Safety 257
Students with Disabilities 263
Technology 265
Transportation 267
Higher Education 268
Conclusion 276

APPENDICES

Table of Cases 279
Cases by Jurisdiction 294
Index 311

INDEX

A

abuse 66, 68, 69, 70, 73, 79, 80, 89, 94, 97
abuse of discretion 73
access policy 73
achievement test 72, 86
additional evidence 115, 118, 119
administrative hearings (proceedings) 112, 114, 115, 116
Americans with Disabilities Act (ADA) 109, 110, 116, 129, 135, 136
appropriate educational placement 109, 121
arbitration 55, 56, 104, 105
asbestos 91
Asperger's Syndrome 111, 130
assault 76, 91, 94, 140, 147, 152
assistive technology 109, 126, 127
assumption of risk 150
attendance 65, 66
  boundaries 66, 68
  transfers 66, 96
attention deficit hyperactivity disorder 111
attorney fees 78, 86, 93, 128, 129, 131, 132, 133, 137
autism 123, 124, 125, 128

B

battery 92, 93
behavior intervention plan 127, 128
bidding 43, 44, 54, 240, 242
  lowest responsible bidder 54
board member action 63
board policies 1, 28, 31
bodily injury 127
bomb threat 96
breach of contract 70, 89, 91
burden of proof 115, 117, 118

C

catalyst theory 129
certification 12, 13, 32, 40, 41, 209, 224, 232, 236, 237, 238, 244, 259
change in placement 114, 115, 127
charter schools 44, 45, 46, 51, 53, 64, 91, 119, 133, 149, 156, 220, 227, 230, 237, 239, 241, 243, 245, 246, 247, 251, 255, 256, 257, 261, 264
  funding 45
    grants 44
    state aid 48, 49
  school facilities 52
  special education 45
  termination 46
  transportation 44
child find 136
child protective services 92
child seduction 80
Civil Rights Act of 1964 85, 94
  title VI 87
collective bargaining 99, 100, 101, 102, 103, 106, 107
compensatory education services (compensatory services) 109, 120, 128, 130, 131
consent decree 116
contractors 54, 55, 64, 153, 258, 259
  payment 51, 52, 53, 55
contracts 3, 4, 28, 29, 30, 31, 32, 36, 44, 54, 56, 100, 101, 102, 169, 176, 193, 210, 221, 225, 233, 235, 237, 242, 255, 259, 272, 275, 276
  breach 60, 61
court proceedings 109, 118
criminal trespass 91

D

damages 109, 117, 129, 133, 140, 141, 145, 150
defamation 139, 140, 154, 155
deliberate indifference 77, 89
desegregation 65, 66, 96, 97
  plan oversight 66
diplomas 87
discipline 81, 93, 109, 127
  student 81, 93
discrimination 1, 3, 4, 109, 135, 157, 171, 181, 189, 199, 205
dismissal 3, 6, 7, 8, 11, 13, 16, 19, 22, 23, 24, 25, 26, 27, 28, 29, 32, 34, 49, 55, 60, 62, 63, 67, 68, 69, 70, 72, 73, 76, 79, 82, 83, 87, 94, 103, 105, 119, 131, 143, 146, 149, 154, 155, 156, 162, 169, 170, 173, 182, 183, 185, 189, 190, 192, 193, 194, 196, 200, 204, 209, 210, 216, 233
dispute resolution 109, 115, 116
Down Syndrome 124
dress code 73
drugs 73, 84, 127
due process 67, 69, 75, 77, 78, 81, 82, 85, 86, 88, 92, 94
due process hearings 114, 115, 116, 118, 127, 137

E

Education Amendment of 1972
  Title IX 77, 78, 79
Eighth Amendment 92
election laws 44, 46
  tax referenda 46, 47, 52
Eleventh Amendment 116, 120
emotional distress 70, 77, 78, 79, 87, 91, 92, 140, 146, 154, 155, 156
emotionally disturbed 123, 129
employee injuries 139, 153
entitlement to services 109, 110
equal protection 67, 69, 75, 76, 77, 79, 87, 92, 94
Equal Protection Clause 75, 79, 87, 92, 93
  Fourteenth Amendment 75, 87, 92, 93
Establishment Clause 72, 73
  First Amendment 69, 72, 73, 74, 75, 77
evaluation 109, 112, 113, 116, 117, 126, 136
evolution 66, 72
exhaustion of administrative remedies 115, 116
expert witness 110
expulsion 94, 95, 127, 155
extended school year 109, 125

F

false imprisonment 92
Family Educational Rights and Privacy Act (FERPA) 82
fees 5, 6, 36, 45, 50, 51, 57, 60, 64, 68, 78, 86, 93, 110, 128, 129, 131, 132, 133, 137, 169, 177, 182, 184, 253, 271, 272
First Amendment 69, 72, 73, 74, 75, 77
  free exercise 71, 72
  religion 66, 71, 72, 73, 74
  speech 65, 72, 73
  viewpoint discrimination 73
Fourteenth Amendment 75, 87, 92, 93
Fourth Amendment 69, 75, 82, 83, 84, 85
free appropriate public education (FAPE) 110, 115, 117, 118, 119, 120, 122, 123, 124, 125, 126, 128, 129, 130, 131, 134, 136, 137
Freedom of Information Act 56
  costs 57
  exemptions 56
  fees 57
  privacy 57

settlement agreement 57
Free Exercise Clause 71
functional behavioral assessment 127
fundraising 71, 81

G

government speech 74

H

Handicapped Children's Protection Act 128
harassment 66, 72, 73, 75, 77, 78, 79, 97, 147
hazing 91
HIV 80
holiday displays 66, 71
homosexuality 73, 74

I

immunity 139, 142, 143, 145, 146, 148, 149, 150, 151, 153, 154, 156
impasse 100
incompetence 1, 28
independent evaluation 112
individualized education programs (IEP) 109, 110, 113, 114, 115, 116, 119, 121, 122, 123, 124, 125, 130, 132, 133
Individuals with Disabilities Education Act (IDEA) 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 137
in loco parentis 70
instructional issues 65, 86
insubordination 7, 25, 26, 105
intelligent design 72
interim alternative settings 127

L

labor relations 99, 100, 101, 102, 103, 104, 106, 107
learning disabilities 121
least restrictive environment (LRE) 109, 120, 124
liability insurance 139, 152
liquidated damages 39, 168, 169

M

mediation 114, 116
Miranda Warning 84
molestation 78, 79, 80

N

negligence 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 152, 153, 156
negligence defenses 139, 148
negligence in hiring 96
negligent supervision 80, 85, 90, 143, 144, 145, 146, 147, 155
negotiations 100, 101, 102
No Child Left Behind Act (NCLB) 50, 134, 218, 221
unfunded mandate 50
notice of claim 139, 151

O

off school property 139, 140, 142
ordinance 20, 52, 62, 184

P

placement 110, 111, 112, 113, 114, 115, 117, 118, 119, 120, 121, 122, 123, 124, 125, 127, 128, 129, 130, 134, 137
Pledge of Allegiance 76
prevailing party 132
privacy rights 82, 86
private facilities 109, 125
private schools 67, 111, 125, 128, 129, 134, 146, 156
procedural due process 1, 21, 22, 46, 53, 54, 69, 94, 159, 160
procedural safeguards 109, 111, 119

pro se, parent acting 118
proximate cause 144, 145

Q

qualified immunity 74, 76, 78, 83, 85, 89, 146

R

rape 77, 81
re-evaluation 112, 113
reasonable accommodations 135
reasonable force 85, 93
reduction-in-force 1, 29
related services 110, 120, 124, 126, 128, 133
religion, freedom of 71, 72
remedies 109, 115, 116, 117, 119, 128, 129
residency 58, 67, 68
  annexation 58
  detachment 58
  injunction 58
  juvenile facility 58, 59
  misrepresentation 59
  school boundaries 58
  tuition 59
residential placement 115
resolution session 116
restitution 93
retirement benefits 22, 34, 37, 194

S

safe environment 73
safety 66, 90
school choice 136
school construction 50, 54, 55, 62, 227, 228
school districts 29, 58, 61, 222, 223, 234, 245, 246, 248, 252
  authority 44, 47, 50, 51, 53, 54, 59, 62, 63, 64
school facilities 52, 153, 226, 227, 228, 229, 243
school finance 44
  auditors 51
  bonds 47, 52
  charter schools 44, 45, 46, 51, 53, 64
  litigation 44, 47, 58, 59
    adequacy 47, 48, 64
  refunds/overpayment 50, 51, 52
  royalties 52, 53
  school budget 47, 49
  state aid 48, 49
school property 43, 59
  boundaries 58, 59
  condemnation 59, 60, 61
  facilities 50, 52, 61, 62
  fair market value 59
  restrictive covenant 61
search and seizure (Fourth Amendment) 65, 83, 85
Section 1983, Civil Rights Act of 1871 69, 72, 74, 76, 78, 81, 83, 84, 85, 86, 88, 109, 129, 133
Section 504 of the Rehabilitation Act 109, 110, 129, 135, 136
settlement agreements 116, 131, 137
sexual abuse/harassment 9, 10, 22, 27, 70, 79, 97, 146, 147, 152, 156, 162, 163, 164, 190, 205, 206, 274
  by employees 70, 78
  by others 81
  by students 76
sexual assault/harassment 152
sexual orientation 66, 70, 72, 73, 74
slander 87
sovereign immunity 116, 142
special education 110, 111, 119, 120, 122, 124, 125, 126, 127, 128, 130, 133, 134, 136, 137
speech 7, 8, 15, 16, 17, 18, 19, 25, 26, 66, 72, 74, 75, 76, 100, 102, 113, 126, 160, 170, 172, 174, 185, 190, 193, 194, 195, 197, 200, 202, 203, 204, 254

speech, freedom of (First Amendment) 65, 73
standing to sue 109, 119
state-created danger theory 77, 81, 88
state immunity 109, 120
status quo (stay put) 114, 115
statute of limitations 109, 120
students 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 79, 81, 82, 83, 84, 86, 87, 89, 90, 91, 94, 95, 96, 97
  attendance 66
  discipline 81, 93
  dismissal 67, 68, 69, 70, 72, 73, 76, 79, 82, 83, 87, 94
  expulsion 94, 95
  privacy rights 82, 86
  search and seizure 85
  suspension 74, 82, 94, 95
  textbooks 74
  transfers 66, 96
  tuition and fees 67
  tuition reimbursement 68
substantive due process 20, 75, 81, 85, 94, 160
substitute teachers 89
suicide 88
Sunshine Laws (Open Meetings Act) 56
  closed/executive session 56
supplementary aids or services 127
surety 55, 56
suspension 128

T

taxes 47, 50, 51, 52, 53, 57, 64
  levy 47, 50, 51
  sales tax 46
tenure 9, 18, 29, 31, 40, 41, 171, 187, 188, 233, 234
Title IX 77, 78, 79
Title VI 87
Title VII 76, 77
tort 140, 148, 154
transportation 68, 69, 125
tuition and fees 67
tuition reimbursement 68, 109, 114, 129, 130

U

unfair labor practices 103, 106
unitary status 96, 97

V

vaccination 71

W

weapons 85, 86, 93, 127
whistleblower statute 39, 196
workers' compensation 34, 36, 37, 153, 154
wrongful death 88, 90

Z

zoning 44, 45, 51, 62
  exemption 44, 45, 51
  special-use permit 62